

Females in STEM Fields: Is Equality Part of the Problem? A Conversation.

Amanda M. Wolcott, Ph.D.
IOSSBR Conference Fall 2018



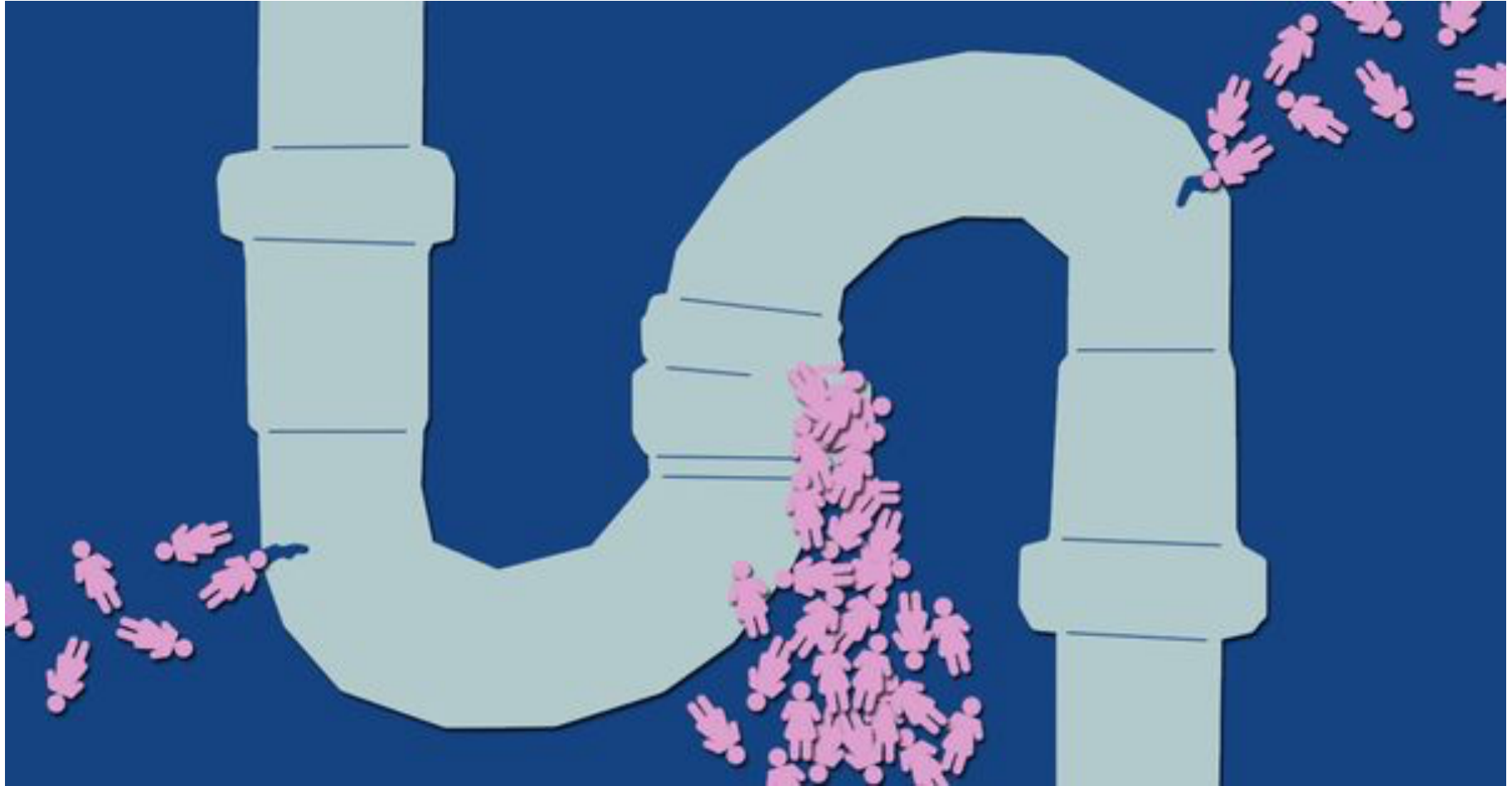
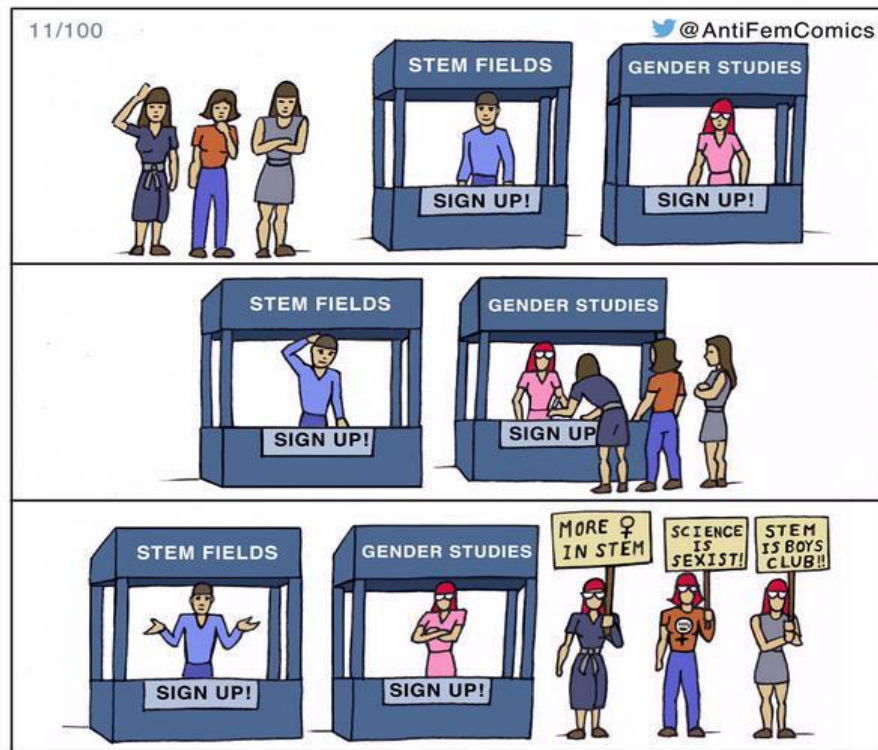


Photo credit <https://www.pennmedicine.org/news/news-blog/2016/april/gender-bias-and-the-leaking-bi>

Why So Few? – The Traditional Position

- Science Achievement Gaps
 - Stereotype Threat
 - Implicit Bias
 - Fixed Mindsets
- Overt and Covert Sexism



The gender disparity in STEM fields explained

Hill, C. Corbett, C., St. Rose, A. (2015). *Why so few? Women in science, technology, engineering, and mathematics*. Washington DC: AAUW.

Photo Credit: <https://knowyourmeme.com/photos/975223-feminism>

“Let me tell you about my trouble with girls,
three things happen when they are in the lab:
You fall in love with them, they fall in love with
you, and when you criticize them they cry.”

- Nobel Laureate, Tim Hunt



Sarah Durant
@SarahMDurant



Nothing like a sample tube full of cheetah poop to make you
[#distractinglysexy](#)

♡ 1,664 8:20 AM - Jun 11, 2015

💬 865 people are talking about this





Danielle Spitzer
@DNAielleSpitzer



It's just really hard working in a coed lab because I'm too distracting to the male scientists [#distractinglysexy](#)

♡ 3,063 9:43 PM - Jun 10, 2015

💬 2,274 people are talking about this



[View image on Twitter](#)



Amy Remeikis ✓

@AmyRemeikis



I'm really glad that Curie managed to take a break from crying to discover radium and polonium [#distractinglysexy](#)

♥ 5,206 6:39 AM - Jun 11, 2015

💬 [6,125 people are talking about this](#)





Kate Devlin 

@drkatedevlin

Follow



Dear department: please note I will be unable to chair the 10am meeting this morning because I am too busy swooning and crying.
[#TimHunt](#)

1:42 AM - 10 Jun 2015



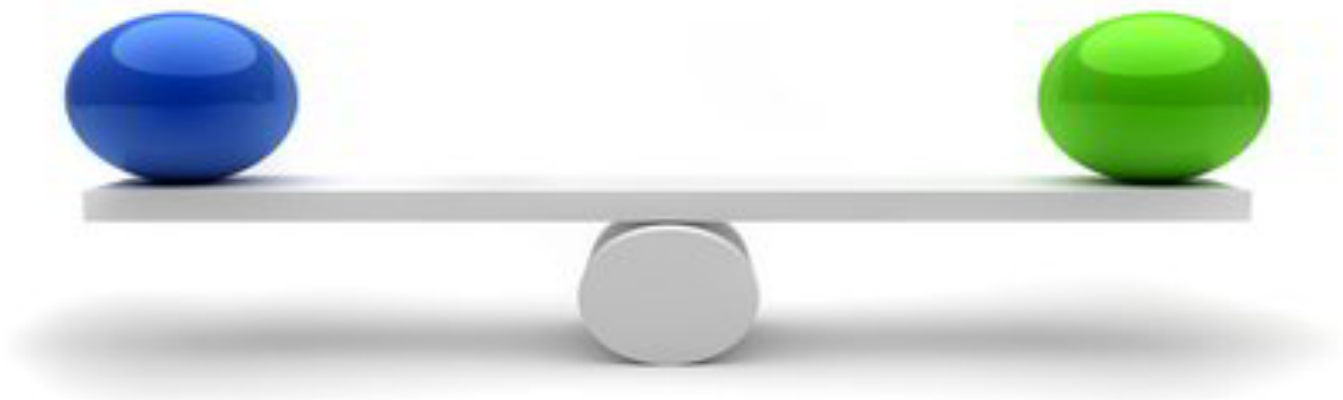
Prof Sophie Scott 

@sophiescott

Follow



I am in the office, but I can't do my science work as I saw a photograph of [#TimHunt](#) and now I'm in love, dammit



- Germany and gender equality
- “Girls Day”
- STEM Professorships for Women
- Improvement Consortiums



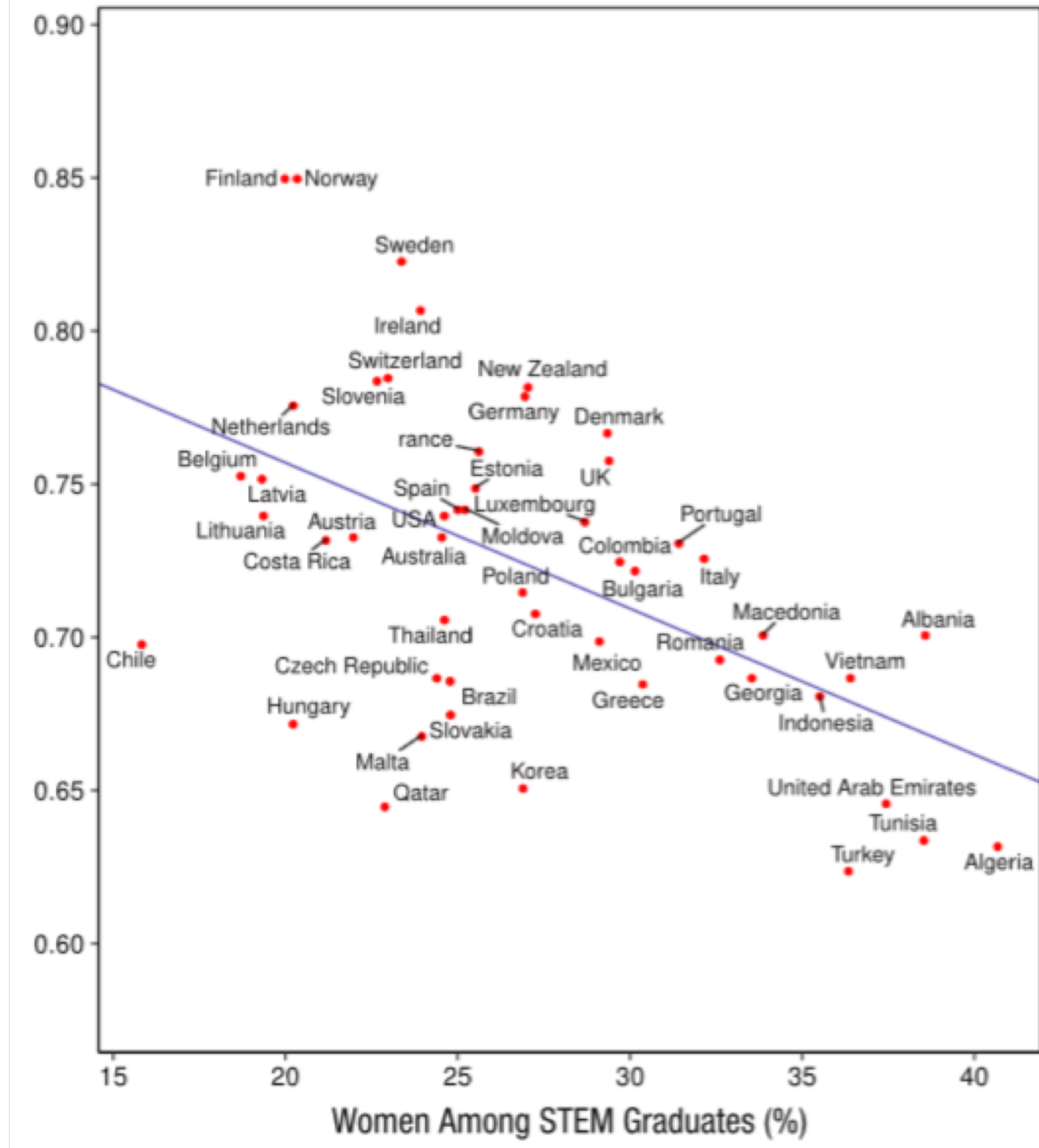
(Best, Sanwald, Ihlen, & Ittel, 2013; Stoet, Bailey, Moore, & Geary, 2016)

- Category sorting
 - Consequence of free choice
- Nurses vs. engineers



A scatterplot of countries based on their number of female STEM graduates and their Global Gender Gap Index (y-axis), a measure of opportunities for women

Stoet, G., & Geary, D.C. (2018). The gender-equality paradox in science, technology, engineering, and mathematics education. *Psychological Science*, 29(4), 581-593.



The Egalitarian Position

- Economic hardship and intrinsic vs. extrinsic motivation (Khazan, 2016; Stoet et al., 2016)
- Empowerment (Stoet & Geary, 2018)
- Life satisfaction (Stoet & Geary, 2018)



Photo Credit: <http://changingtomorrow.in/gender-equality-through-gender-stereotypes/>

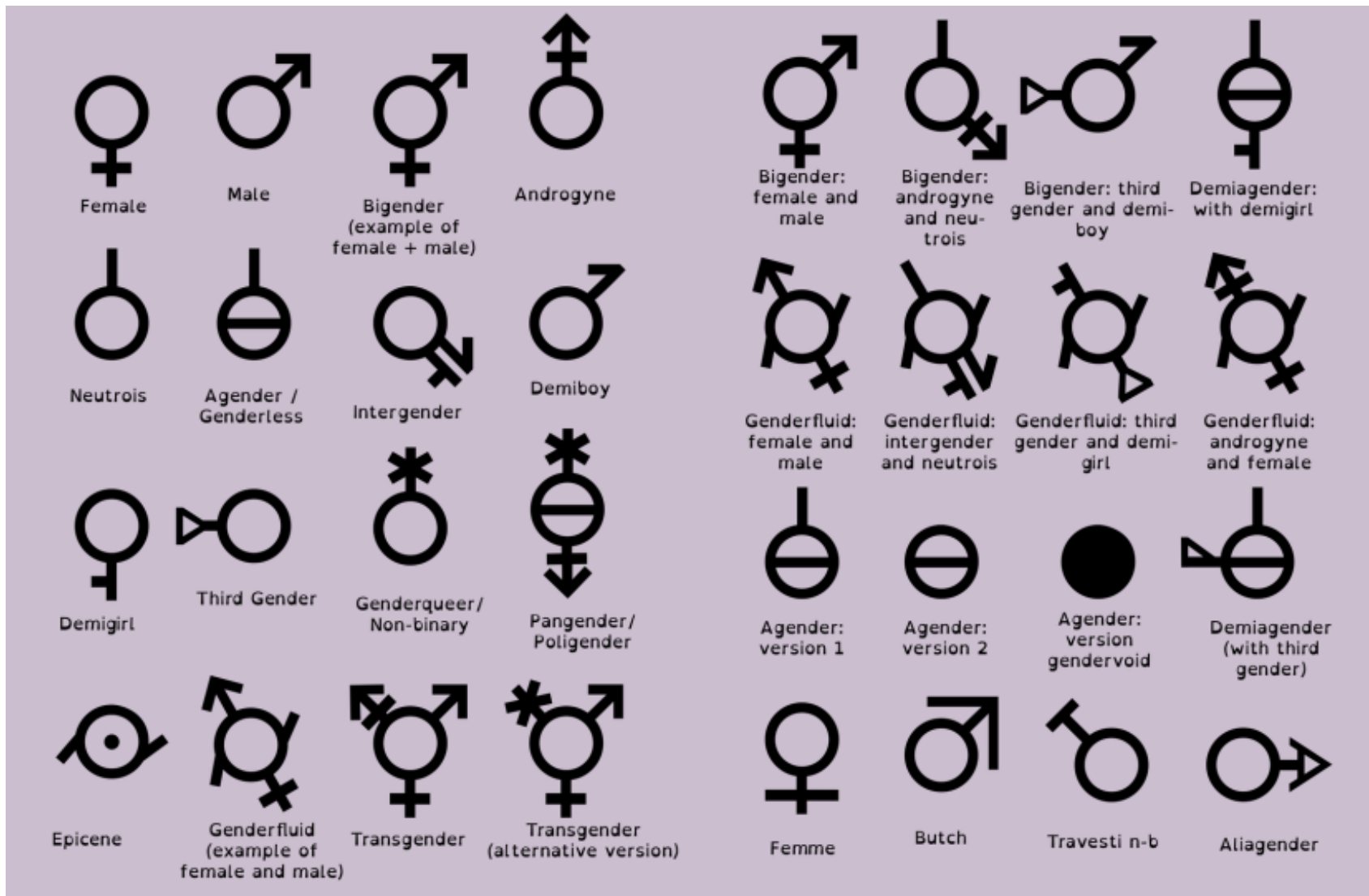
The Evolutionary Position

- Family Crises
- Personality Dimensions
- Empathizers vs. Systemizers



Photo Credit: <https://twitter.com/jbplobsterco>





- Consequence of fair society, not a result of oppression
- Removing the status of victimhood
- Is the grass really greener?



Photocredit: <https://medium.com/narrative-inquiry/narrative-reflections-the-politics-of-victimhood-in-conflict-resolution-bcb31d477d5f>

Thank You For Listening

What do you think?